

BOROUGH OF KETTERING

Committee	COUNCIL	Item 12	Page 1
Report Originator	Head of Resources	<i>Fwd Plan Ref No:</i>	
Wards Affected	All	26th February 2020	
Title	THE LOCALISM ACT 2011 – PAY POLICY STATEMENT		

1. PURPOSE OF REPORT

- 1.1 To comply with statutory requirements, the Pay Policy Statement for 2020/21 needs to be formally approved by Council.

2. INFORMATION

- 2.1 Since the introduction of the Localism Act in 2011, all councils have had to annually approve and publish a pay policy statement by 31st March each year for the next financial year.
- 2.2 This is essentially a matter of housekeeping – the pay policy statement simply reflects existing council policies and processes. Although it is essentially a statement of fact, it does require formal Council approval.

3. PAY POLICY STATEMENT FOR 2020/21

- 3.1 The pay policy statement for 2020/21 is attached at **Appendix A**.
- 3.2 The main changes from the 2019/20 statement are highlighted below:-
- a) The rate of pay for the lowest paid employees at the Council has increased as an outcome of national pay negotiations.
 - b) The ratio of pay between the highest and average earners has been recalculated based on pay in October 2019.

4. LEGAL IMPLICATIONS

- 4.1 It is a legal requirement to publish a pay policy statement.

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5. RECOMMENDATION

5.1 That the Pay Policy Statement (2020/21) be approved.

Background Papers:

Title	Pay Policy Statement 2019/20
Date	27 th February 2019
Contact Officer	Sam Maher

Previous Minutes/Reports:

Ref:	Council
Date:	27 th February 2019